



© WALT DISNEY PRODUCTIONS

In Training

A NEWSLETTER DEDICATED TO THE DEVELOPMENT OF OUR PEOPLE AT WALT DISNEY WORLD

VOLUME 2, NUMBER 7

"IT TAKES PEOPLE"

APRIL 1977

"I feel there is no door which, with the kind of talent we have in our organization, could not be opened, and we hope we can continue to unlock these barriers."

-Walt Disney-

MORE INSIGHT
ON EQUAL
EMPLOYMENT
OPPORTUNITY



Equal Employment Opportunity has been a fundamental policy within the Disney organization from the very beginning.

It was first formulated in written form in 1963. This was before the term "affirmative action" had been invented. In the formulation of our existing policy at that time, we used the phrase "extra effort" to describe the same thing. The first opportunity to apply this program on a large scale in a totally new operation occurred shortly thereafter.

We were responsible for a number of exhibits at the New York World's Fair which opened in April of 1964 and continued through October of 1965. Our "extra effort" policy was effectively implemented in the employment process of hundreds of people who would support these exhibits.

As we coordinated this building of an organization for the New York World's Fair, a complete and total affirmative action effort was thoroughly documented. This effort was so effective that on opening day, when certain minority representative groups decided to demonstrate their belief that the World's Fair exhibited a lack of what we now call "affirmative action," they not only publicly stated that their actions did not apply to us because of our outstanding record, but they actually carried banners to that effect!

This occurrence exemplifies that not only has Equal Employment Opportunity always been the policy of our Disney organization, but that our policy was formulated in specifics quite similar to what has since come to be expressed in various laws and regulations as early as 1963. Our Corporate Equal Opportunity Policy signed January 1, 1974, was a re-expression and updating in language of the existing formal written policy.

... BUT FOR THE RIGHT REASON!



Affirmative Action, in fair employment practices, is taken every time an employer hires a black worker, promotes a woman, or gives a raise to a Spanish-speaking American. But few employers have voluntarily formulated Affirmative Action Agreements. An agreement is a written formula between the employer and another party (the EEOC, the OFCC, a Federal court). Such an agreement lists the specific steps to be taken at specific times not only to eliminate any discrimination in employment practices, but to erase any continuing effects of past discrimination.

Historically, it seems, voluntary agreements have been so rare as to be practically nonexistent. This lack of voluntary compliance outlined as part of the 1964 Civil Rights Act has caused the Congress to pass the 1972 amendments to that Act, giving the EEOC powers to go to court, on behalf of complainants whose cases it could not get respondents to conciliate on.

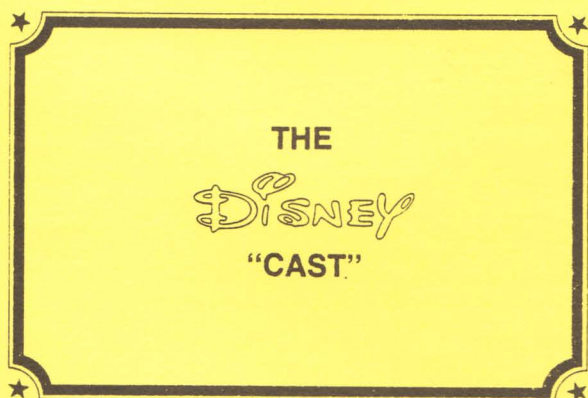
It is indeed unfortunate that measures such as these must be enacted for they tend to overshadow the real reason for voluntary compliance. We should not be preparing affirmative action programs to comply with laws or regulations but rather to demonstrate a concern for people in our working environment. This means fair and impartial consideration of all individuals in all conditions, through privileges of employment such as hiring practices, placement, compensation, training, promotions, working conditions, etc....without regard to race, color, religion, age, sex, or national origin.

Based on our Disney "people philosophy" and our demonstrated concern for individual dignity and worth, we totally support the American principle of equal opportunity for all and we are proud of our "extra efforts" in that regard.



"Recently I was invited to see a show on America, and as I sat there watching and listening, I felt both proud and thrilled: thrilled with the voices, thrilled with the sounds: proud of the group of one hundred talented young Americans singing about our country. The songs that made me proud of being an American."

-Walt Disney-



A SINCERE CONCERN FOR PEOPLE!

The Disney organization is proud of its people...people who have literally set a standard for the rest of the entertainment world to acknowledge. Our people are characterized as energetic and enthusiastic...people who are performing roles they truly believe in...people who fulfill an expectation of wholesomeness...always smiling...always warm...forever positive in their approach!

There really should be no doubt, therefore, that our cast is truly our greatest Disney asset! So, one of the primary concerns of the Disney management team must be the fulfillment of our responsibility to our cast...a responsibility to provide a meaningful and good working environment...to contribute to a feeling of worth and individual dignity for each member of our cast.

Our world is often make-believe, but we create make-believe with real people ... and we are concerned about the total person and his or her

total working environment. And with that recognition...we must strive to achieve a degree of understanding...an empathetic concern...as we engender an equal employment opportunity approach to "total people relations."

"The best and most beautiful things in the world cannot be seen nor touched, but are felt in the heart."

-Anonymous-



FAIR EMPLOYMENT INTERVIEWING

By - Jean L. Rogers
Walter L. Fortson

Today interviewers are pressed to predict on-the-job success and verify pertinent information without asking certain questions often routinely asked in the past. The authors show how to select the right job candidates by concentrating on job-related criteria, not personal data. They supply techniques for constructing job-related questions, probing for negative information, analyzing applications, and performing reference checks; they also discuss the expectations of women, minorities, the handicapped, the aged, and recruiters themselves.

An excellent book which particularly proves to be a valuable resource for any Disney cast member involved in primary or secondary interviewing.



Next Month, "In Training" will discuss:

CAREER PLANNING

DISNEY UNIVERSITY		APRIL 1977		TRAINING & DEVELOPMENT		
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 Disney Trainers	2 DISNEY TRADITIONS
3	4	5 DISNEY TRADITIONS	6	7 DISNEY TRADITIONS	8	9 DISNEY TRADITIONS
10	11	12 DISNEY TRADITIONS	13	14 DISNEY TRADITIONS	15	16 DISNEY TRADITIONS
17	18 CPR-Session 1 - 9-12am Effective Written Comm.	19 DISNEY TRADITIONS CPR-Session 1 - 6-9pm Emp.Benefits-Ops Conf. Room - 3:30-5pm Disney Safety-OSHA-#1	20 CPR-Session 2 - 9-12am Disney Way II (128) Emp.Benefits-Cont., Redwoods Rm-8-9:30am Disney Safety-OSHA-#2 Performance Appraisal	21 DISNEY TRADITIONS CPR-Session 2 - 6-9pm Disney Way II (128) Emp.Benefits - LBV Trng.Ctr.-3:30-5pm	22 Disney Way II (128) Secretarial Development What Can I Do For You Session #1	23 DISNEY TRADITIONS
24	25 Disney Way II (128)	26 DISNEY TRADITIONS Disney Way II (128) Disney Way I-Session 1	27 Disney Way II (128) Disney Way I-Session 2	28 DISNEY TRADITIONS Disney Way II (128) Emp.Benefits-University 3-4:30pm Management Awareness	29 We've Come A Long Way, Mickey Disney Way II (128) What Can I Do For You Session #2	30 DISNEY TRADITIONS

"THE SUTTLE FROM THE SAGE"... . EQUAL OPPORTUNITY

"... a daily, a weekly, a monthly process gradually changing opinions, slowly eroding old barriers, quietly building new structures. And however undramatic the pursuit...the pursuit must go on."

-John F. Kennedy-

"Remember, no one can make you feel inferior without your consent."

-Eleanor Roosevelt-

"People is all everything is, all it has ever been, all it can ever be."

-William Saroyan-

"Injustice anywhere is a threat to justice everywhere."

-Martin Luther King, Jr.-



IN TRAINING

© WALT DISNEY PRODUCTIONS

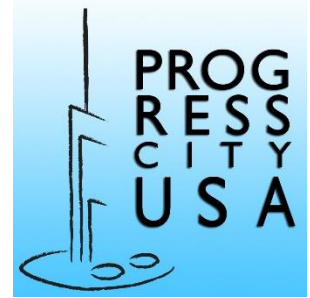
A newspaper for employees of Walt Disney World and related companies. All rights reserved. Reprint of material only upon written approval of the Disney University at Walt Disney World.

Written & Edited By

Rick Johnson

This document has been brought to you by

[The Progress City Disneyana Collection](#)



A Project of [Progress City, U.S.A.](#)

Historians and Authors please cite "The Progress City Disneyana Collection" when referencing this item. Thank you!

To support the Progress City Public Library's efforts, please visit our [Patreon](#)

Or donate via [PayPal](#)